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ABSTRACT

With the aid of a counselor a client can develop a simple goal attainment chart on which he records self defined objectives and rates his success in attaining them. The Goal Attainment Chart is included, complete with specific examples for its use. (Author/DON)

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Goal Attainment: Self-Achievement Levels

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GOAL ATTAINMENT

SELF ACHIEVEMENT LEVELS

A general method for evaluating sucess to any degree.

This is a simple method of measuring success as it is viewed and achieved by a client. It is kept on a chart with a legend to use as a quick "glance-guide" to success, or lack of it, on the part of the client. He examines his needs and decides what might be done by him to improve on his past life-style. This method gives the client a picture of his success and a relavent guide to follow that he himself has set up to be accomplished at what ever pace he feels comfortable with.

Any records, contacts, conversations, etc. can be gathered to accumulate enough information for the client to make a decision on what he sees as these causing him the greatest difficulties. It should be obvious the counsellor must have enough leeway to help the client realize if he is, in fact at the time, setting realistic goals. This is not to say it is realistic in the cunsellor's opinion, but rather from the accumulated information and past behaviour pattern the client discusses and separates fantasy from reality so that a measure of success could, in fact, be realized. If the client has remained sober for many 6 month periods of time then setting a goal or success level of three months would not be a real achievement. In the realm of fantasy, if he (the client) views himself as having permanent employment in a top paying job with supervisory privileges, but has not in fact held a job longer than once a week in five years, then this must be pointed out as fantasy.

The problem to be worked on is marked down. The client sees the problem as his and decides what he could do to achieve a measure of success in coming to grips with the living problem. It is very important that the client makes this commitment not the counsellors. There is also an important time element concern, and this would be a primary consideration in the problem solving. Generally, it will be found that the follow-up interviews are two to four weeks apart. The client chooses his problem area or areas, these can be any number of things he would like to see himself improve, generally five areas can be viewed comfortably, at this time he will project his success in five different levels. The problem must always be one of the clients that he can visualize some measure of success within the time period. The first choice is expected or desired level of success. Since success depends on effort, it is understandable that there will be degrees of success or lack of success. Therefore the other levels are somewhat more or better than he expected, the best expected. On the other side of this expected level would be the outcome of little or no effort on the part of the client resulting in two other levels less than expected and the least or no success level.

The problem area should be limited to a small area of life that could be managed. That is, if this client for a long period of time has not talked to one individual other than the counsellor, his area should be simply stated to talk to one individual other

than the counsellor, not a broad field level as interpersonal relations - simply verbal communication with another individual within his own frame work of life he is in now. This could be shown as follows:

	Problem Areas	Problem Areas
	Verbal Communication	A.A. Meetings
No Success	Did not make the effort	1 meeting
Some success	Talked, but unable to get beyond "hello"	1 meeting
Expected success	Talk to one individual	5 meetings
Better than expected	Talked on more than one occasion	6 meetings
Best success	Able to talk to more than one individual	9 meetings

By keeping the problem area fairly limited in scope it will eliminate confusion for the client, and also excusing no success or very little by using the misunderstand or vagueness as a reason for no effort. Example of that would be in the attendance of A.A. meetings, it is strictly attendance, not participation, or likes, dislikes, talking, only attendance.

Once the chart is completed a copy should be given to the client so that he can have a reminder - he set the goals, how is he accomplishing his committment? This eliminates forgetting. Since the goal setting is putting the responsibility for success on the client, it is up to him to look up what exactly he wants, not the counsellor's job to remind him. It should be made very clear throughout the goal setting interview that it is the client's, and it is up to him to make it work or not work. His success or lack of it will be in direct proportion to his own personal efforts.

The goal attainment is based on a mean level of 50, which is merely a value given as a point of measurement. The expected level is zero, some success minus one (-1), no success (-2), better than expected success is plus 1, and best success is plus 2.

Example would make this more meaningful:

SUCCESS LEVEL

	Verbal Communication	A.A. Attendance	
No Success -2	Did not approach anyone	0 meetings	Mean 50
Some Success -1	Spoke one greeting, unable to continue	1 meeting	Level at (1) 46
Expected Success 0	Conversation with one person	5 meetings	Level at (2) 53
Better than expected +1	More than one conversation with same person	6 meetings	Level at (3) 54
Best Success	Conversation with two people	9 meetings (2) (3)	
			Interviews marked in circled consecutive numbers (1), (2), (3), etc.

On the first interview designated by circled numbers, the client was not able to approach anyone, and therefore a (1) is placed at that level. He was attending no meeting either, a (1) goes in this level. Looking at the value given this interview (1) it is -2 and a -2, this equals -4. When you take the -4 from the mean level of 50 at the time of the first interview (1) the client scored a 46. This is not a percentage, merely a value to show success or lack of success.

On the second interview, he showed a degree of success, a plus one on communication and a plus two on meetings. This gives a total of plus three, the client scored a 53. The third interview is a plus two and a plus two, a total of plus four scoring 54.

The client and counsellor can see at a glance the success level or lack of success between interview (1), (2), (3). If the score is greater than seven on a scale of five problem areas, the goals set are too low. If they are more than seven below the mean of 50, the goals are too high. It is best on rechecking or rescoring on a scale of five to keep this difference about 5 or 6 above or below the mean of 50.

GOAL ATTAINMENT CHART

SELF-ACHIEVEMENT LEVELS

Each interview marked by circled consecutive numbers one through (1), (2), (3)

SCALE OF FIVE PROBLEM AREAS	PROBLEM AREA	PROBLEM AREA	PROBLEM AREA	PROBLEM AREA	PROBLEM AREA
LEVELS	Poor family contact	Alcohol or other drug abuse	Communication (Try to become involved w/self-help grp.	Employment	Education
NO SUCCESS -2	No effort	Ignoring all information	Deny need for group contact	Sporatic Part-time employment	Still thinking the world owes me
SOME SUCCESS -1	Make the effort - but not receive a response	Still blaming circumstances & people	Occasional mtact	Employed not job of choice	Inquiring about my needs
EXPECTED SUCCESS 0	To contact significant others	Aware drug abuse creating problems	Become involved with A.A. or other on a weekly basis	Full time employment in job of own choice	To begin upgrading correspondence, trade school.
BETTER THAN EXPECTED SUCCESS + 1	Be able to accept the outcome	Gaining insight into problems that bring about drug abuse	Involved and enjoying	Full time job training and chance of advancement.	Complete one course
BEST EXPECTED SUCCESS + 2	Positive continuing contact (Letters, phone calls visits)	Able to avoid try circumstances	Comfortable helping another to adjust	Advancing	Lined up to complete education or apprenticeship

Mean Score 50

Score at each interview

(1).....
(2).....
(3).....
(4).....
(5).....
(6).....
(7).....
(8).....
(9).....
(10).....